

# Anne Boring

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## MAIN RESEARCH FIELDS

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Gender Economics, Personnel Economics, Economics of Education, Applied Microeconomics

## ACADEMIC POSITIONS

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2021– Research Fellow, Women and Public Policy Program, Harvard Kennedy School  
2018– Head of the Women in Business Chair, Sciences Po  
2017– Assistant Professor, Department of Economics, Erasmus University Rotterdam  
2015–17 Scientific Advisor for Pedagogical Innovation, Sciences Po  
2010–17 Lecturer in Economics, Sciences Po  
2014–15 Post-doc, European Commission FP7 project: Effective Gender Equality in Research and Academia (EGERA)  
2011–15 Assistant Dean for Economics & Mathematics, Sciences Po, Collège Universitaire

## OTHER AFFILIATIONS

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2021– Research Fellow, Tinbergen Institute  
2017– Laboratory for Interdisciplinary Evaluation of Public Policies (LIEPP), Sciences Po  
2014– Programme de recherche et d'enseignement des savoirs sur le genre (PRESAGE), Sciences Po

## EDUCATION

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2012 PhD in Economics, University Paris Dauphine  
Title: “The Impact of the Pharmaceutical Industry on U.S. Trade Policy”  
2006 Master’s degree in international economics and development, University Paris–Dauphine

## PUBLICATIONS

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Boring, A., & Philippe, A. (2021). Reducing discrimination in the field: Evidence from an awareness raising intervention targeting gender biases in student evaluations of teaching. *Journal of Public Economics*, 193. [[link](#)]

Azmat, G., & Boring, A. (2020). Gender diversity in firms. *Oxford Review of Economic Policy*, 36(4), 760-782. [[link](#)]

Boring, A., Desrieux, C., & Espinosa, R. (2018). Aspiring Top Civil Servants' Distrust in the Private Sector. *Revue d'Economie Politique*, 128(6), 1047-1087. [[link](#)]

Boring, A. (2017). Gender biases in student evaluations of teaching. *Journal of Public Economics*, 145, 27-41. [[link](#)]

Boring, A., Ottoboni, K., & Stark, P. (2016). Student evaluations of teaching (mostly) do not measure teaching effectiveness. *ScienceOpen Research*. [[link](#)]

Boring, A. (2015). The impact of patent protection on US pharmaceutical exports to developing countries. *Applied Economics*, 47(13), 1314-1330. [[link](#)]

Biardeau, L., & Boring, A. (2015). L'impact de l'aide au développement sur les flux commerciaux entre pays donateurs et pays récipiendaires. *Papiers de Recherche AFD*, n°2015-13. [[link](#)]

## WORKING PAPERS

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Gender and choices in higher education (with Jen Brown)

Turning Back the Clock: Beliefs About Gender Roles During Lockdown (with Gloria Moroni)

Using motivation letters to understand students' higher educational choices (with Ghazala Azmat, Sophie Cêtre & Roberto Galbiati)

Improving student evaluations of teaching

## CHAPTERS IN EDITED VOLUMES

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La crise sanitaire et les inégalités entre les sexes en France. Boring, A., Sénac, R., Folgueras, M. D., Mercat-Bruns, M., & Périvier, H. In *Le monde d'aujourd'hui: Les sciences sociales au temps de la Covid*, Lazar, M., Plantin, G. & Ragot, X. (ed.). 2020. Presses de Sciences Po: Paris. pp.117-131 [[link](#)]

Gender bias in student evaluations of teaching. In *Women in Economics*, Lundberg (ed.). 2020. CEPR. [[link](#)]

L'Entrepreneuriat des femmes : motivations et obstacles. In *Entrepreneuriat : l'odyssée des temps modernes ?*, *Regards croisés sur l'économie*, (19), 2017. La Découverte: Paris. pp. 130-142. [[link](#)]

Student Biases for Male Professors in Student Evaluations of Teachers: What Consequences for Female Professors? In *Gender and Education from Different Angles*, Jarecka-Zyluk & Holz (eds.). 2014. LIT Verlag: Munich. pp. 71-79.

## REPORTS

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“Study on the Career Trajectories of Sciences Po’s Academic and Administrative Staff”, 2016

“Second Gender Equality Report”, EGERA deliverable, December 2015 (with Maxime Forest)

“Gender Equality Report”, EGERA deliverable, December 2014 (with Viviane Albenga & Hélène Périvier)

“Pilot study on gender bias in governance and evaluation, and report guidelines”, EGERA deliverable number: D.5.1, September 2014 (with Viviane Albenga)

## RESEARCH GRANTS & CONTRACTS

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2021– France-Berkeley Fund Grant: How can mentorship boost aspiring women entrepreneurs?, with Ghazala Azmat and Solène Delecourt (\$7,400)

2018– Chair at Sciences Po Paris, funded by the CHANEL Foundation, the PepsiCo Foundation, AXA Research Fund, and Goldman Sachs to conduct research on gender equality in the workplace (€320,000 annually)

- 2017–18 Grant of \$15,000 given by the Alliance Program for a joint research and pedagogical innovation project with Columbia University and Sciences Po on “Understanding and Reducing Gender Differences in Public Speaking”
- 2014–15 EGERA, post-doc grant (funding from the European Union’s Seventh Framework Program for research, technological development and demonstration under grant agreement no 612413) to research gender-based inequalities in higher education and to find solutions to reduce these inequalities at Sciences Po
- 2014 French Development Agency grant for a study on the impact of aid on trade (project leader)
- 2009–11 Research and teaching grant, University Paris Dauphine
- 2006–09 PhD research and teaching grant from the French Ministry of Research and Education

## VISITING

- 2021–22 Women and Public Policy Program, Harvard Kennedy School
- 2015 UC Berkeley, Statistics Department (April 6<sup>th</sup>–17<sup>th</sup>)  
Stanford University, STVP Faculty Fellows Program (April 20<sup>th</sup>–May 1<sup>st</sup>)

## PRESENTATIONS AT SEMINARS, CONFERENCES AND WORKSHOPS

- 2021 Sciences Po (LIEPP), Université libre de Bruxelles, K-State Office for the Advancement of Women in Science and Engineering, Université Paris-Saclay, University of Groningen, University of Gothenburg
- 2020 European University Institute, Paris School of Economics, Swedish Institute for Social Research (SOFI), European Economic Association, Institut national d’études démographiques (INED, University of Cergy Pontoise)
- 2019 International Institute for Social Studies (Netherlands), Society of Labor Economics, European Association of Labor Economists, National University of Singapore
- 2018 Erasmus University Rotterdam (Netherlands); Tinbergen Institute in Amsterdam (Netherlands); UCD Workshop on the Economics of Education (Ireland); Paris School of Business (France); Sciences Po (France); Bank of Spain
- 2017 Erasmus University Rotterdam (Netherlands); Hamburg University (Germany); George Mason University Brownbag seminar (USA); Advances with Field Experiments 2017 Conference University of Chicago (USA); Symposium on Education and Gender Equality, Wellesley College (USA), Journées de l’économie (France)
- 2016 DIW-Berlin Applied Micro Seminar (Germany); University of Toronto, CEPA Empirical Micro Brown Bag Seminar (Canada); Université Laval Québec, Séminaire Matuszewski (Canada); OECD Seminar (France); 9th European Conference on Gender Equality in Higher Education (France); French Economics Association annual conference (France); International Association for Feminist Economics, 25<sup>th</sup> annual meeting (Ireland); French Experimental Economics Association annual conference (France); TalentNomics–ICRIER conference on Empowering Women for Sustainable Growth (India); Université de Franche-Comté, Economics Department seminar (France); American University, Economics Department seminar (USA); ASSA and AEA Annual Meeting 2016 (USA)

- 2015 UC Berkeley, Statistics Department seminar (USA); OFCE internal seminar, Sciences Po (France); European Economic Association, 30<sup>th</sup> annual congress (Germany); International Association for Feminist Economics, 24<sup>th</sup> annual meeting (Germany); EGERA International workshop on gender bias in evaluation and governance of research bodies, Sciences Po (France)
- 2008–14 Southern Methodist University, Economics Department weekly seminar, Dedman College of Humanities & Sciences (USA); DIAL internal seminar, University Paris Dauphine (France); OFCE internal seminar (France); RESUP 4<sup>th</sup> International Conference (France); University of Texas at Arlington, seminar co-sponsored by College of Business, College of Education and Health Professionals & College of Liberal Arts (USA); International Association of Applied Econometrics annual conference (UK); French Economics Association annual conference (France); Journées de Microéconomie Appliquée, CERDI (France); AEA Conference on Teaching and Research on Economic Education (USA); International Conference on Education and Gender (Turkey); Seminar series on Higher Education, seminar on evaluating university researching and teaching activities, ENS Lyon (France); RESUP Conference on the University's Missions: Reconfigurations, Articulations & Contradictions, ENS Lyon (France); Economics Dep. seminar & LIEPP seminar, Sciences Po (France); LEDa & DIAL seminars, University Paris Dauphine (France); Augustin Cournot Doctoral Days, University of Strasbourg (France); ADRES Doctoral Conference (France); OFCE-DRIC seminar (France); University Paris Dauphine internal seminar & Globalization and development workshop (France), University of the Pacific Seminar (USA), Universitat de Valencia Seminar (Spain); French Economics Association (AFSE) annual conference (France); European Trade Study Group conference (Switzerland); Political Economy of International Organizations annual conference (poster), Georgetown University (USA); Silvaplana Workshop in Political Economy (Switzerland); Doctoral Meeting of Montpellier, (France); Public Choice Society annual conference (USA); Doctoral students' seminar, University Paris Dauphine (France); European Conference on Health Economics (Italy); American Society of Health Economists (USA); International Conference on Health Economics, Management & Policy (Greece); International Trade and Finance Association (Portugal); Doctoral students' presentation day, University Paris Dauphine (France); Asia Association for Global Studies (Japan)

#### DISCUSSIONS AT CONFERENCES AND WORKSHOPS

- 2018 Gender and career progression, Bank of England conference (UK)
- 2016 French Economics Association (AFSE) annual conference, France  
ASSA and AEA Annual Meeting 2015, USA
- 2014 Journées de Microéconomie Appliquée, CERDI, France  
4<sup>th</sup> Annual AEA Conference on Teaching and Research on Econ. Education, USA
- 2009 Public Choice Society annual conference, USA

#### OTHER TALKS AND PRESENTATIONS

- 2018 “La perception des enseignantes et enseignants par les étudiant.es”, Colloque “Les Chercheuses de demain”, Mission pour la place des femmes, CNRS, France

- “Diversity in the economics academic profession”, Erasmus School of Economics, Research afternoon; “Is it possible to close the gender gap in entrepreneurship?” Women in Machine Learning and Data Science Meetup @Google Paris
- 2016 “Women as Economic Victims”, Cambridge Society for Economic Pluralism  
“Addressing Research on Gender Bias”, Sigma Xi, The Scientific Research Society
- 2015 “Is Women Empowerment Necessary for Economic Development?”, Sciences Po
- 2014 “Gender Inequalities in the Workforce”, Student Econ. Press Review, Sciences Po  
“Building High Quality Arguments”, Sciences Po
- 2012 “How Powerful Are Large Firms in Global Trade?” World Politics, Sciences Po

## REFEREEING

American Economic Review, Annals of Economics and Statistics, Applied Economics, B.E. Journal of Economic Analysis and Policy, Eastern Economic Journal, Economics of Education Review, The Economic Journal, Education Economics, Empirical Economics, Higher Education, International Economic Review, International Review of Economics Education, IZA Journal of Labor Policy, Journal of Behavioral and Experimental Economics, Journal of Economic Behavior & Organization, Journal of the European Economic Association, Journal of Economic Issues, Journal of Economic Education, Journal of Human Resources, Journal of Public Economics, Labour Economics, Management Science, Oxford Bulletin of Economics and Statistics, PLOS One, Review of Economics and Statistics, Scandinavian Journal of Economics, Science, Small Business Economics, Studies in Higher Education, World Economy

## TEACHING

### *Empirical Personnel Economics*

2018– Seminar course, Graduate (EUR)

### *Microeconomics*

2017– Main lecture of 150 students, 1st year undergraduate econometrics (EUR)

2013–17 Main lecture of 150 students, 1st year undergraduate (Sciences Po)

2010–12 Introduction to Economic Analysis – Microeconomics seminar, 1st year undergraduate (Sciences Po)

### *Scientific Humanities: the Scientific Method in Social Sciences*

2011–17 2nd year undergraduate (Sciences Po)

### *Open Economy Macroeconomics*

2012–14 2nd year undergraduate (Sciences Po)

2006–11 2nd year undergraduate (University Paris Dauphine)

### *Economics of Globalization*

2010–11 3rd year undergraduate (University Paris Dauphine)

### *Macroeconomics*

2010–12 Introduction to Economic Analysis seminar, 1st year undergrad. (Sciences Po)

### *Topics in Applied Economics*

2011–12 2nd year undergraduate main economics course (Sciences Po)

### *Mathematics for Economics*

- 2011–14 2nd year undergraduate (Sciences Po)  
2012–13 1st year undergraduate (Sciences Po)

## WORKSHOPS TAUGHT

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- 2016–17 Design Thinking, all levels (Sciences Po)  
2015–17 Advice for Women Entering the Professional World, all levels (Sciences Po)

## PEDAGOGY AND INNOVATION

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- 2015– Creation of Sciences Po’s Start-up program to encourage women’s participation in entrepreneurship  
2013–17 Participation in Sciences Po workgroups on measuring teaching effectiveness and on pedagogical innovation

## OP-EDS AND BLOG POSTS

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- 2018 ESB (Netherlands): A behavioural view of women’s underrepresentation in economics (with Thomas Buser)  
Bloc-notes éco Banque de France (blog) : Economics: where are the women? / Economie, où sont les femmes ? (with Soledad Zignago)
- 2017 Le Monde: Au travail, les inégalités entre hommes et femmes apparaissent dès après l’université  
AFSE blog: Les inégalités sur le marché du travail se créent dès la sortie de l’université
- 2016 LSE Impact Blog of Social Sciences (UK): Student evaluations of teaching are not only unreliable, they are significantly biased against female instructors  
OFCE blog (France): Can students evaluate teaching quality objectively?

## RESEARCH IN THE MEDIA AND ON THE WEB

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- Brut.: 3 raisons pour lesquelles les inégalités femmes/hommes persistent  
Les Echos: Les femmes sont des économistes (presque) comme les autres  
Le Monde: Où sont les femmes économistes ?  
Le Monde: Le sexisme perdure (aussi) chez les économistes  
UNSA éducation: Le travail et les femmes  
France 24: Future of work report sees women's jobs at greatest risk / La Tech, ennemie de l'égalité des sexes face à l'emploi  
Elle: 8 conseils pour bien démarrer sa vie pro  
L'Etudiant: L'entrepreneuriat des femmes, objet de recherche à Sciences Po  
Le Monde: Les femmes sont désormais plus diplômées que leur conjoint  
NPR (US): Why Female Professors Get Lower Ratings  
Inside Higher Ed (US): The Bias in Student Course Evaluations

The Conversation (France): Les évaluations des enseignements par les étudiants et les stéréotypes de genre

Slate (US): It's Time to Kill the Student Evaluation (originally published as Bias Against Female Instructors. Inside Higher Education)

Pacific Standard (US): There's No Easy Fix for Gender Bias in Students' Evaluation of Teachers.

New York Magazine (US): Students Are Kind of Harsh When Evaluating Their Female Professors

Daily Life (Australia): Are student evaluations fair on female teachers?

Times Higher Education (UK): Female lecturers 'suffer from gender biases' in student ratings

The Boar (UK): Student ratings show gender bias against female lecturers

Les Echos (France): Aux racines de l'inégalité

Teen Vogue (US): New Study Shows That Students Overwhelmingly Prefer Male Professors to Female Ones

Seventeen Magazine (US): New Study Shows College Students Are Overwhelmingly Biased Against Female Professors

Jezebel (US): Students Favor Male Professors Regardless of Their Skills and Teaching Style

Bustle (US): Student Evaluations Of College Professors Are Biased Against Women, Study Finds, Showing How Sexism Warps Our Views Of Competency

The Mary Sue (US): Study Shows That Male and Female Students Hold Female Professors to Gender-Based Double Standard

Polityka (Poland): Mężczyźni są lepszymi wykładowcami od kobiet. Tak twierdzą... kobiety

California Magazine (US): Are College Students Sexist? New Research Says They Grade Female Profs More Harshly

Think Progress (US): The Glaring Flaw In Student Evaluations

DML Central (US): What Failure? Supporting a Succeeding UC Online Course